



Department of
Civil Service

Women in the State Workforce



2024 Annual Report

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2023 Women in the State Workforce

Dear Colleagues,

I am pleased to present to you the *2024 Women in the State Workforce Report*.

As the Department of Civil Service is the central personnel agency for New York State government, it is responsible for identifying and developing a talented and diverse workforce to lead New York State. Following the strong leadership of Governor Hochul, the Department continuously works to strengthen diversity and foster respectful and inclusive work environments in the State.

A summary of the Department's strategic efforts implemented over the 2023 calendar year is included in the following report, along with relevant data and progress updates, including in jobs traditionally held by men. While there remains more work to be done, the report demonstrates that progress is being made, with data showing that women are increasing their representation in higher paying positions.

This report will continue to serve as a roadmap to guide the Department in developing recruitment and retention efforts to ensure that New York State government continues to recognize and advance women's representation in the workforce. I look forward to your collective feedback and support for these efforts.

Timothy R. Hogue, Commissioner

INTRODUCTION

Chapter 460 of the Laws of 2016, referred to as *Women's Workforce Guidance*, was adopted in November of 2016 and charges the New York State Department of Civil Service with annual reporting to include:

- (a) the number of women referred to examinations for jobs and careers that offer high earning potential, including jobs traditionally dominated by men;
- (b) the ratio of women to men in traditionally high paying jobs in state civil service and any change in that ratio from the previous year;
- (c) recommendations and plans for increasing the number of women in traditionally high paying jobs; and
- (d) any other information deemed relevant.

What follows are activities the Department of Civil Service has undertaken in support of these requirements. Applicable data is included at the end of the report.

Data Reporting Methodology: The 2024 Women in the Workforce Report includes a combination of a “snapshot” taken on January 1, 2024, of the demographics of the 134,854 employees in the classified and certain unclassified service titles.

Data from 2023 is as of January 1, 2024. The number of employees does not include seasonal or hourly employees. Note that data tables on gender only reflect employees for whom data has been collected, and data throughout the report currently includes information on Gender X. Unknown gender data is not included in this report and is due to the Department's continued efforts to update State workforce demographic data with the implementation of, and collection from, the updated Master Equal Employment Opportunity Data Collection Form (DPM-100).

Note: An additional narrative accompanies the 2024 report further detailing Department activities throughout the 2023 calendar year and recommendations.

DEPARTMENT ACTIVITIES

In response to the requirements of Chapter 460 of the Laws of 2016, the Department has taken a number of proactive steps to increase the number of women in high-paying jobs that are also traditionally male-dominated. The following activities describe relevant efforts and initiatives as of January 1, 2024.

Office of Diversity and Inclusion Management: Housed within the Department of Civil Service, the Office of Diversity and Inclusion Management (ODIM) is charged with leading statewide strategic efforts to increase diversity in the workforce, foster respectful and inclusive work environments for all employees, and create pathways for incorporating equal opportunity principles into the State's business and operational policies and practices.

In 2023, ODIM continued to advance statewide initiatives and partnerships with participating agencies and entities to identify and address barriers to diversity, equity, and inclusion in the State's workforce and operations. These efforts which assist in furthering the Department's efforts in addressing underrepresentation of women in the State workforce included, but were not limited to:

- Updating data collection forms and processes to capture and maintain more accurate, comprehensive, and inclusive demographic data on State employees and exam candidates, including data that reflects women's representation in the workforce.
- Updating Annual Reporting documents and agency-specific feedback to better capture and reflect Diversity, Equity, Inclusion and Accessibility (DEIA) related trends analysis in support of advancing statewide DEIA objectives.
- Maintaining a presence among communities of practice in DEIA, Human Resources, and Administration to communicate statewide DEIA objectives, activities, and initiatives to stakeholders throughout the State.
- Developing strategic leaders in State government through education regarding statewide DEIA objectives, initiatives, and practical applications.
- Providing training regarding implementation of the universal statewide Procedures for Implementing Reasonable Accommodation for Applicants and Employees with Disabilities and Pregnancy-related Conditions in New York State Agencies and administration of the statewide Reasonable Accommodation Appeal Review Committee (ARC).
- Engaging with stakeholders to provide guidance, tools, and resources to assist agencies in leveraging available resources to develop and implement targeted outreach and recruitment strategies.
- Coordinating statewide cultural celebrations, including recognition and celebration of Women's History Month, highlighting the stories and experiences of women in State government.

Recruitment and Retention Strategies

The Department has established a framework for recruitment and retention of women into State service, including traditionally male-dominated jobs. Efforts toward recruitment and retention of women in these titles adhere to the requirements of the merit system.

Rewarding Careers in New York State Government: The Department implemented a number of recruitment and retention strategies in 2023 to assist in increasing the representation of women in the State workforce. These efforts included:

- Preparing to launch a statewide marketing campaign – led by the Department’s Public Information Office – to bring awareness to employment opportunities in NYS government.
- Recording and publishing a guide to navigating the Statejobs.ny.gov website on YouTube to assist jobseekers in identifying and applying for vacant positions in NYS government.
- Providing technical assistance and support to agencies in leveraging marketing videos to promote specific and often traditionally difficult-to-recruit-for job titles (e.g., Legal Specialties, Investigators).
- Supporting, promoting, and participating in agency mentorship programs.
- Distributing informational material about careers in the state workforce at approximately 237 statewide recruitment events attended by more than 36,500 job seekers in calendar year 2023. These events educated jobseekers on jobs and rewarding career opportunities in the State workforce, including the occupational fields that have been identified as high-paying and traditionally male-dominated.

HELP Program: Started in 2023, the Hiring for Emergency Limited Placement (HELP) program has resulted in significant increase in appointments to open competitive titles across the State. As women represent approximately 60% of the appointments, the program constitutes a significant pipeline for women to fill critical titles in State service.

Workforce Mobility and Continuity of Employment: In 2023, the Department held approximately 33 career mobility workshops attended by approximately 1,000 employees.¹ Career mobility workshops offer ongoing advice and workforce mobility assistance to current New York State employees, ensuring that participating employees have relevant resources necessary for career planning and/or change. This strategy, while focused on current employees, seeks to improve retention across a variety of job areas, which may translate to increased opportunities for attainment of high-level positions.

Examination Information and Referral: The Department utilizes its social media platforms and email services to proactively announce and encourage participation in all

¹ Data through December 2022.

current and upcoming Civil Service exams, including both promotional and competitive exam opportunities. During 2023, the Department promoted exams and other offerings approximately 50 times via email announcements to over 5 million subscribers. The Department also actively promoted career opportunities and program offerings organically across social media channels, with several posts a month highlighting various opportunities. In addition, the Department worked with partner agencies to conduct paid social media campaigns to highlight the HELP program and the Legal Specialties exam series resulting in millions of impressions across LinkedIn and Meta platforms. The Department will continue to build on these efforts to promote exams more broadly in the future using social media and other multimedia channels. Reaching a wider, more diverse audience with relevant information for pursuing job opportunities with the State has assisted the Department with increasing the overall diversity of exam applicants

The FY 2024 Budget built on several initiatives announced in Governor Hochul's 2023 State of the State address to strengthen the public workforce and government operations. As of July 1, 2023, Governor Hochul eliminated civil service application fees for State exams through December 2025. In addition, Governor Hochul announced the creation of civil service positions at Department of Labor Career Centers to serve as liaisons between jobseekers and the Department of Civil Service, as well as other State agencies, to help candidates better navigate the civil service system and provide them with greater support in navigating available job opportunities across State government. Governor Hochul also announced a multi-faceted marketing campaign to raise awareness of the many diverse career paths available across public service and the unique benefits of employment with New York State.

Computer Based Testing Centers: Consistent with Governor Hochul's 2023 State of the State, the Department is in the process of creating computer-based testing centers throughout the State, with the first center slated to open in early 2025. These centers will allow applicants to juggle home and work demands more effectively by offering exam slots during the day, in the evenings and on weekends. Applicants will then be able to choose the exam slot that works best for them and their families.

Centers for Careers in Government: Throughout 2023, the Department worked to develop and prepare for implementation of its Centers for Careers in Government (CCG) initiative. This initiative places Department staff in each of the 10 regions throughout the State in Department of Labor (DOL) Career Centers to meet jobseekers where they are and serve as liaisons between the Department of Civil Service, State agencies, regional educational institutions, community-based organizations, and jobseekers. The centers are responsible for communicating available State government employment opportunities to stakeholders, as well as working closely with State agencies to facilitate ongoing outreach and recruitment activities to promote statewide opportunities. The centers also serve as a regional resource to help jobseekers navigate the civil service system — from

the exam through the hiring process. While these services are available for all jobseekers and community stakeholders, efforts are being made to increase engagement among traditionally marginalized communities, including women, consistent with statewide objectives to achieve parity among the available labor pool and the State workforce.

The table below presents events that were among the Department's most highly attended outreach efforts throughout the state in 2024. Also included are events focused around traditionally difficult to recruit for positions (e.g., legal specialties, law enforcement, nursing, STEM, etc.).

Name of Event	Date	Location	Number of Attendees	Focus of Event
New York International Auto Show	April 15, 2023	New York, NY	1700	Fair Open for the Public
New York International Auto Show	April 08, 2023	New York, NY	1000	Fair Open for the Public
New York International Auto Show	April 14, 2023	New York, NY	1000	Fair Open for the Public
The Albany Job Fair	April 19, 2023	Latham, NY	1000	Job Fair open to General Public
New York International Auto Show	April 16, 2023	New York, NY	700	Fair Open for the Public
REFORM - BSE Global - Brooklyn Job Fair	March 20, 2023	Brooklyn, NY	650	Job Fair
SUNY - Stony Brook University - Technology & Engineering Job & Internship Fair (Fall 2023)	September 22, 2023	Stony Brook, NY	580	Job & Internship Fair
HempsteadWorks - Hempstead Department of Occupational Resources (DOOR) - Job Fair	September 21, 2023	Freeport, NY	575	Career Job Fair
CUNY - John Jay College - Fall 2023 Career + Internship Fair	September 28, 2023	New York, NY	538	Career & Internship Fair
Columbia University - Tech & Engineering Career Fair- Fall 2023	October 06, 2023	Flushing, NY	520	Internship Jobs Career Fair

Name of Event	Date	Location	Number of Attendees	Focus of Event
The Eagle Academy Foundation - Career Pathways Expo	November 17, 2023	New York, NY	485	Internship Jobs Career Fair
Member of Congress - Yvette D. Clarke - Hakeem Jeffries - Nydia M. Velazquez - Dan Goldman - Brooklyn Congressional Career Fair, Fall 2023	October 28, 2023	Brooklyn, NY	480	Career Fair
Chinatown Manpower Project, INC - CMP's 2023 Fall - Manhattan Job Fair	September 20, 2023	New York, NY	432	Career Job Fair
Columbia University - Undergraduate Career Fair- Fall 2023	September 22, 2023	New York, NY	428	Internship Jobs Career Fair
New York University (NYU) - NYU Fall 2023 Job & Internship Fair	September 15, 2023	New York, NY	425	Career & Internship Fair
New York State Department of Labor - New York City Virtual Career Fair	November 07, 2023	Virtual	396	Job & Internship Fair
New York State Department of Labor - New York City Virtual Career Fair	December 12, 2023	Virtual	385	Job & Internship Fair
HempsteadWorks Career Center - Spring 2023 Job Fair	April 20, 2023	Freeport, NY	380	Veterans and Individuals with Disabilities
SUNY - New Paltz University - Fall 2023 Networking Fair for Jobs and Internships	October 18, 2023	New Paltz, NY	365	Internship Jobs Career Fair
CUNY - John Jay College - Spring 2023 Career and Internship Fair	March 15, 2023	New York, NY	359	Career & Internship Fair

Name of Event	Date	Location	Number of Attendees	Focus of Event
New York State Department of Labor - New York City Virtual Career Fair	June 13, 2023	Virtual	345	Job & Internship Fair
CUNY - Borough of Manhattan Community College (BMCC) - Fall 2023 Job Fair	October 18, 2023	New York, NY	322	Internship Jobs Career Fair
CUNY - Brooklyn College - Fall 2023 Job-Internship Fair	October 12, 2023	Brooklyn, NY	320	Internship Jobs Career Fair
New York State Department of Labor - New York City Virtual Career Fair	January 19, 2023	Virtual	318	Job & Internship Fair
New York State Department of Labor - New York City Virtual Career Fair	April 18, 2023	Virtual	315	Job & Internship Fair
New York State Department of Labor - New York City Virtual Career Fair	August 15, 2023	Virtual	314	Job & Internship Fair
BestHire Career Fairs - New York Virtual Job Fair	May 11, 2023	Virtual	310	Job Fair open to General Public
New York State Department of Labor - New York City Virtual Career Fair	February 14, 2023	Virtual	309	Job & Internship Fair
Schenectady College - Career Center Outreach Center (SCCOC) - NYS DoL - Community Job Fair	August 24, 2023	Schenectady, NY	300	Job Fair open to General Public
City Career Fair - 23rd Annual Diversity Employment Day Career Fair and Roundtables	May 31, 2023	New York, NY	292	Job Career Fair

Name of Event	Date	Location	Number of Attendees	Focus of Event
New York State Department of Labor - Office of the Bronx Borough President - Bronx Job Fair	April 27, 2023	Bronx, NY	290	Job Fair open to General Public
New York State Department of Labor - Information Technology Industry Virtual Career Fair	March 02, 2023	Virtual	272	Job & Internship Fair
Chinatown Manpower Project (CMP) & TD Bank - 2023 Spring Flushing-Queens Job Fair	March 23, 2023	Flushing, NY	264	Job Fair
Columbia University - School of Professional Studies - Fall 2023 Internship & Career Fair	September 07, 2023	New York, NY	263	Job & Internship Fair
New York State Department of Labor - New York City Virtual Career Fair	May 16, 2023	Virtual	260	Job & Internship Fair
New York State Department of Labor - New York City Virtual Career Fair	September 12, 2023	Virtual	225	Job & Internship Fair
University of New Haven - Fall 2023 Career Expo Day 1 - Business, Engineering, Arts & Entertainment	September 13, 2023	West Haven, CT	225	Career & Internship Fair
Queens HS for Information, Research & Technology - QIRT College/Career Fair 2023	October 17, 2023	Far Rockaway, NY	225	Internship Jobs Career Fair
NYSABPRL's 52 Annual - The NYS Civil Service System and Diversity in the State Workforce	February 18, 2023	Albany, NY	224	Conference - Information Table
New York State Department of Labor - New York City Virtual Career Fair	July 18, 2023	Virtual	222	Job & Internship Fair

Name of Event	Date	Location	Number of Attendees	Focus of Event
CUNY - York College - Fall 2023 Career & Internship Fair	October 25, 2023	Jamaica, NY	222	Internship Jobs Career Fair
Congressmember Adriano Espaillat - Summer 2023 Career Fair for New York's 13th Congressional District	June 10, 2023	New York, NY	216	Job Fair open to General Public
Syracuse University - Fall 2023 Syracuse University Career & Internship Fair	September 26, 2023	Syracuse, NY	216	Internship & Jobs Career Fair
Pace University - Spring 2023 Job and Internship Fair (PLV CAMPUS)	March 29, 2023	Pleasantville, NY	215	Internship Jobs Career Fair
New York State Department of Correction - Community Supervision (DOCCS) - Recruitment Information Booth Day 2	December 15, 2023	Central Valley, NY	215	Recruitment & Information Fair
The New York Public Librarys Career Services - Future of Work Job Fair & Expo	May 20, 2023	New York, NY	206	Job Fair open to General Public
New York State Department of Labor - 2023 Dr. King Career Fair	April 06, 2023	Albany, NY	200	Copmmunity Job Fair
NYS Assembly Legislative Disabilities Awareness Day (LDAD) - NYS Assembly's annual Legislative Disabilities Awareness Day	May 15, 2023	Albany, NY	200	Job Fair
Fort Hamilton Fitness Center - Fort Hamilton Retiree Appreciation Day Wellness Fair	October 27, 2023	Brooklyn, NY	200	Wellness Fair
University of New Haven - STEM Career Expo 2023	February 23, 2023	West Haven, CT	189	Job & Internship Fair

Name of Event	Date	Location	Number of Attendees	Focus of Event
New York State Department of Correction - Community Supervision (DOCCS) - Recruitment Information Booth Day 1	December 14, 2023	Central Valley, NY	168	Recruitment & Information Fair
The Tri-State Engineering EXPO Board - Tri-State Engineering Expo 2023	March 26, 2023	White Plains, NY	140	Career & Internship Fair
Catalyst Career Group - New York City Area Virtual Diversity Job Fair	April 26, 2023	Virtual	91	Job Fair open to General Public
CUNY Graduate Center - CUNY Public Interest Technology Graduate Career Fair	October 17, 2023	New York, NY	82	Internship Jobs Career Fair
University of New Haven - Criminal Justice Industry Career Fair	April 13, 2023	West Haven, CT	81	Job & Internship Fair
Adelphi University - Nursing Job Expo 2023	April 27, 2023	Garden City, NY	70	Career & Internship Fair
NYU - 2023 Public Interest Legal Career Virtual Fair	February 03, 2023	Virtual	22	Law Students and alumni
Peace Corps - Virtual Career Connections	January 26, 2023	Virtual	20	Job & Internship Fair
NYU - 2023 Public Interest Legal Career Virtual Fair	February 02, 2023	Virtual	20	Law Students and alumni
New York State Department of Corrections and Community Supervision 2nd Annual Employment Fair	September 25, 2023	Bronx, NY	20	Job Fair

Name of Event	Date	Location	Number of Attendees	Focus of Event
LGBTQ - 2023 LGBTQ Law Student Career Fair	March 23, 2023	New York, NY	16	Job Fair
			20,822	Total Attendees

Education and Training

Since 2000, the Department of Civil Service has delivered focused training to agencies and employees on a variety of merit system administration and benefits programs. A more modernized approach to training has long been in demand, and in 2017 the Department responded by establishing a new training program. A virtual implicit bias (IB) training curriculum, that addresses the impact of IB on hiring, was also piloted in 2020. Education and training are critical success factors in identifying and addressing underrepresentation and underutilization in the workforce.

Civil Service Institute: Established in 2017, this training program for State and local human resources (HR) professionals covers all aspects of civil service administration, ensuring HR professionals understand civil service administration. The training aims to improve the consistency and quality of HR management across New York State, including practices for recruitment and retention. The Civil Service Institute remained active throughout calendar year 2023 with 110 participants, approximately 75% being women. The Human Resources Foundations Series is a key component of the Civil Service Institute and is a comprehensive training program for newly hired HR professionals working in State agencies. The HR Foundation series provides an overview of all aspects of HR administration and includes classes on Classification & Compensation, Merit System Administration, Employee Benefits, Employee Relations, Attendance & Leave, and Diversity & Inclusion Management. The Office of Diversity and Inclusion Management Overview helps the Department communicate its DEIA objectives as a statewide priority, contributing to its goal of increasing employee engagement and accountability regarding DEIA within State government. The HR Foundation series is held in the fall and spring of each year; classes have been held virtually in an online format since 2021. In calendar year 2023, the 110 participants the Department graduated, represented a myriad of State agencies and facilities.

DEIA-Related Trainings: Civil Service recognizes that bias of any form, when left unaddressed, contributes to an adverse impact on the employment of individuals from traditionally underrepresented demographic groups, including women. Since 2018, the Department has offered Implicit Bias training to a statewide audience, engaging agency leadership in discussions on workplace diversity and inclusion, and assisting agency employees on the delivery of customer service to New York State's diverse communities. In calendar year 2023, the Department provided training to more than

1,800 individuals at 5 State agencies. Since 2018, ODIM trained approximately 33,000 participants across more than 30 State agencies/entities.

Retention Planning

The Department continues to focus on developing strategic partnerships with community organizations and State agencies to create a framework for retention and succession planning, as retention is a key component in building a diverse and inclusive workforce.

Succession Planning: The Department is committed to assisting all State agencies strategically planning for tomorrow's workforce. To that end, the Department continues to work with State agencies to develop supplemental tools to assist with identifying, capturing, and evaluating at risk and critical positions at agencies.

The Department released a Civil Service toolkit to agency HR directors to assist them with use of Workforce Analytics as part of their succession planning process to better inform decision making and improve continuity of operations. The Department has also published a comprehensive succession planning guidebook and other relevant resources on its website to support high-value activities, including workforce planning and diversity and inclusion efforts.

Mentoring Programs: Through mentoring programs, the State can enhance the quality and delivery of services through a more skilled and engaged workforce, develop support networks that employees can rely on in times of organizational change, reduce recruitment and selection costs, and improve overall workforce development practices and procedures. The Department has established its own agency-based mentoring program, and currently, approximately 40 mentors and mentees, more than 50% being women, are enlisted in the Department's Mentoring Program.

Pay Equity Study: In 2023, the Department continued its efforts to ensure that women are paid equitably by starting the process to engage a vendor to study pay equity at all levels in New York State government, including those titles in which women predominate. The study will review salary, differentials, benefits and work schedules and is set to be released in 2025.

DEPARTMENT RECOMMENDATIONS

In accordance with the requirements of Chapter 460 of the Laws of 2016, the Department recommends the framing of the following listed relevant strategies in creating an individual agency model for recruiting and retaining women in the workforce.

Targeted Outreach and Recruitment

Targeted outreach and recruitment strategies for women in State government both emphasizes the importance of diverse hiring and retention policies and encompasses adaptable access to information. For an accurate understanding of the New York State Workforce, the Department implemented changes to the DPM-100 Master Equal Employment Opportunity Data Collection Form (“DPM-100”). The updated DPM-100 includes expanded gender and gender identity options that allow the Department to capture a more accurate and inclusive baseline of employee demographic data, which can be leveraged to inform targeted outreach and recruitment strategies. By building a workforce that encompasses a broad range of experiences and perspectives, targeted outreach and recruitment assures the expansion of professional opportunities that are traditionally male dominated to women and underrepresented communities. Activities such as targeted career fairs, career mobility workshops, virtual outreach initiatives, and reaching a broader audience through information sharing on social media platforms, present further opportunities for State agencies to specifically tailor career information to attract women into fields they would not otherwise venture.

Education and Training

Education and training are crucial in identifying and addressing underrepresentation and underutilization of women in the workforce and in the State workforce collectively. Diversity and inclusion education not only informs the workforce of changes in laws and standards but increases awareness of the barriers and obstacles that members of our workforce face. With more of the workforce informed about these barriers, opportunities to make relevant and impactful changes to policies and practices continue to emerge. In addition, formal mentorship programs provide such benefits as growth and support for both the mentor and mentee. Formal mentorship programs are also an opportunity for women at State agencies to be exposed to new professional environments and gain the necessary skills that may increase their likelihood of applying to and securing higher paying positions.

Telecommuting Programs

Research in the areas of retention and recruitment highlights flexible work schedules and work/life balance as being essential to maintaining a talented and productive

workforce. In 2023, 35% of employed persons did some or all their work at home.² Nationally, approximately 36% of women, and only 34% of men, worked from home in 2023.² In response to public health concerns presented by the 2020 COVID-19 pandemic, the Office of Employee Relations (OER) established a temporary “Statewide Telecommuting Pilot Program” (telecommuting program). When operationally feasible, the implementation of tailored and agency-specific telecommuting programs have proven to encourage and promote a family-friendly work environment, strengthening the recruitment and retention of women throughout the public sector.

Alternate Work Hours and Flexible Work Hours

New York State currently offers various Alternate Work Schedules Programs, including Compressed Workweeks, Staggered Work Hours, and Flexible Work Hours – a work schedule that permits an employee the option of choosing daily starting and ending times around a mandated core work period while working a fixed number of hours per day. In the Department’s [2024 Alternative Work Schedules and Flexible Work Hours Report](#), State agencies reported the availability of these programs resulted in higher levels of morale amongst employees and beneficial impacts on employee work-life balance, directly correlating to enhanced productivity. Continuing to create a flexible work environment by increasing the use of flexible work hours and alternate work schedules, where operationally feasible, will strengthen employee work-life balance and foster a positive workplace culture. Further, building a workplace environment that is flexible for all employees will encourage additional women to consider public sector careers.

² “American Time use Survey – 2023 Results,” Bureau of Labor Statistics, *U.S. Department of Labor*, June 2024, <https://www.bls.gov/news.release/atus.nr0.htm>.

SUMMARY

The Department has undertaken and will continue significant partnerships and activities to increase recruitment and retention of women in State service, including in traditionally male dominated positions. These efforts not only address the requirements of the Women's Workforce Guidance law but are also consistent with the leadership of Governor Hochul in this area. Successfully addressing barriers and obstacles faced by women will ensure that our workforce is reflective of our society.

IDENTIFICATION OF OCCUPATIONAL AREAS

To better understand the criticality of the issues facing women in the workforce, the Department analyzed the State's workforce title structure, including the gender composition, salaries, and potential career paths within several title series. The result of this analysis was the identification of nine historically male dominated occupational areas within the State workforce that should be monitored for progress in women's representation. ([Appendix D](#)). The identification of these occupational areas and the analysis of their composition presents an opportunity for the Department to effect change for women in the State workforce in current and future years.

This section's reporting is focused on a comparison between men and women in the following categories: Investigator, Attorney, and Architect titles (Tables 4 – 6). Data respective to the titles reported on in previous years -- Actuary, Physician, Trades, Information Technology (IT) Manager, Correction Officer, and Professional Engineer (Tables 7 – 12) are also included to provide year-over-year comparisons of salary and participation data for women in the titles.

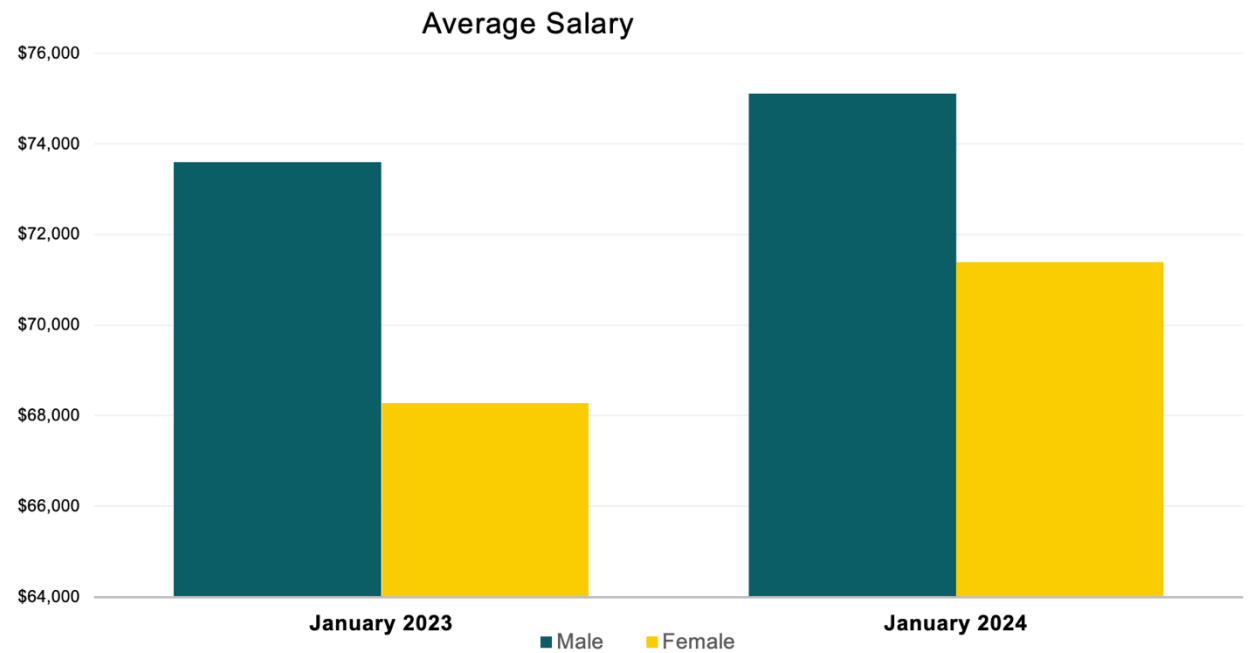
Data Reporting Methodology: The 2024 Women in the Workforce Report includes a combination of a “snapshot” taken on January 1, 2024, of the demographics of the 134,854 employees in the classified and certain unclassified service titles.

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WORKFORCE GENDER DATA³

Table 1. Workforce Gender Characteristics

Gender distribution of the New York State workforce remains unchanged, with men and women comprising relatively equal parts for over a decade.⁴ As of January 1, 2024, women made approximately 5% less than their male counterparts, or 95 cents on the dollar. This represents an advance since 2014, when women’s compensation was 89 cents on the dollar.



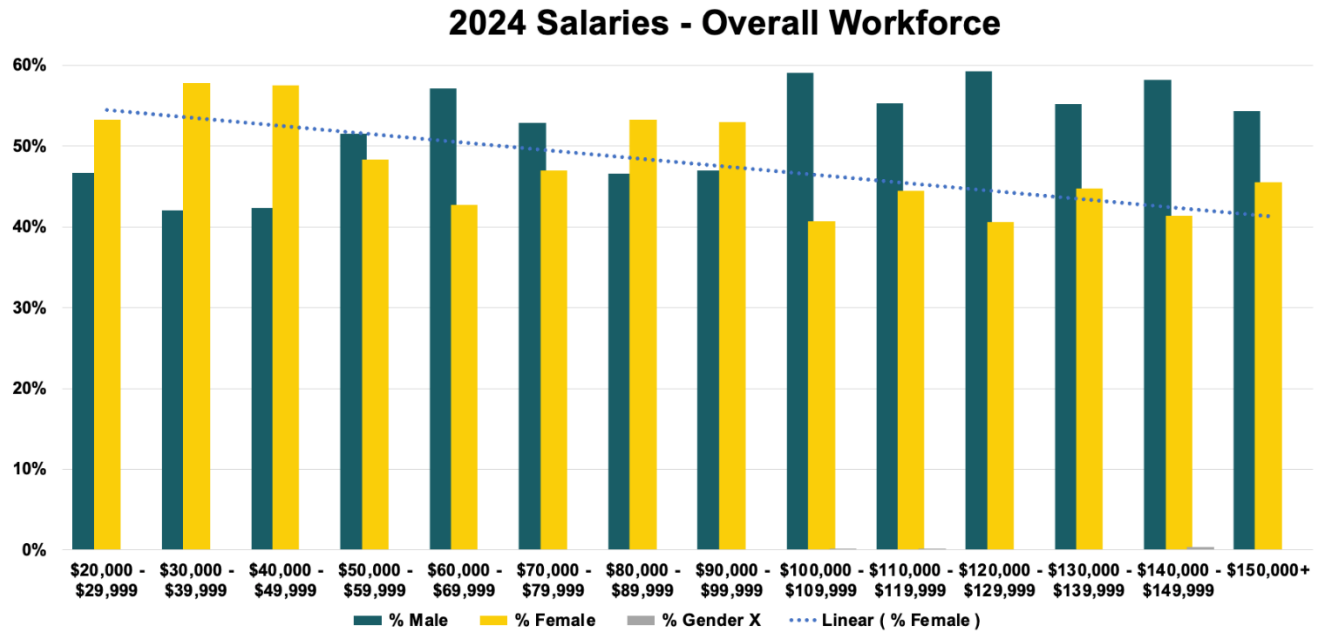
	January-2023		January-2024		
	No.	Average Salary	No.	%	Average Salary
Male	65,994	\$73,603	66,832	49.6%	\$75,102
Female	64,348	\$68,289	66,352	49.2%	\$71,392
Gender X	-	-	130	0.1%	\$72,673
Female Salary as % of Male	93%		95%		

³ The data in the Women in the Workforce Report is a “snapshot” taken on January 1, 2024.

⁴ Unknown gender data has been removed and calculations are based on known data only.

Table 2. Workforce Salary Range by Gender

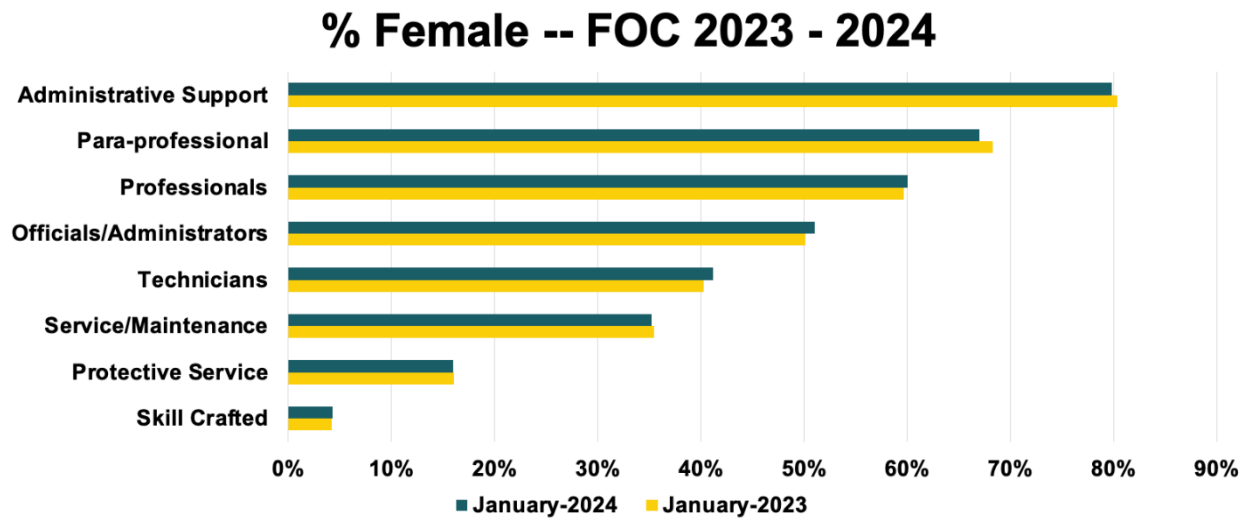
Building on the improvement in women's earnings compared with their male counterparts in State service, women have also increased their representation in annual salary ranges exceeding \$70,000, rising from 44% in 2022 to 48% in 2023.



	January-2023				January-2024			
Salary Range	No. of Male	No. of Female	No. of Gender X	% Female	No. of Male	No. of Female	No. of Gender X	% Female
<\$20,000	354	298	-	46%	357	287	0	45%
\$20,000 - \$29,999	13	20	-	61%	7	8	0	53%
\$30,000 - \$39,999	3,666	4,903	-	57%	2,461	3,379	7	58%
\$40,000 - \$49,999	10,962	15,858	-	59%	12,199	16,600	34	58%
\$50,000 - \$59,999	8,605	8,542	-	50%	8,351	7,833	9	48%
\$60,000 - \$69,999	12,327	11,225	-	48%	11,228	8,386	22	43%
\$70,000 - \$79,999	9,040	7,515	-	45%	8,316	7,392	15	47%
\$80,000 - \$89,999	6,126	5,168	-	46%	8,338	9,536	8	53%
\$90,000 - \$99,999	3,065	2,577	-	46%	3,366	3,797	5	53%
\$100,000 - \$109,999	4,654	3,133	-	40%	4,489	3,093	11	41%
\$110,000 - \$119,999	2,596	1,798	-	41%	2,787	2,242	11	44%
\$120,000 - \$129,999	1,715	1,071	-	38%	1,689	1,158	3	41%
\$130,000 - \$139,999	739	552	-	43%	889	720	0	45%
\$140,000 - \$149,999	638	504	-	44%	425	302	3	41%
\$150,000+	1,494	1,183	-	44%	1,930	1,619	2	46%
TOTAL	65,994	64,348	-	49%	66,832	66,352	130	49%

Table 3. Workforce Federal Occupational Groups (FOC)

In Federally defined occupation groups in the State workforce, women continue to dominate the administrative support, para-professional and professional groups and show slight increases in officials/administrators and technician groups.



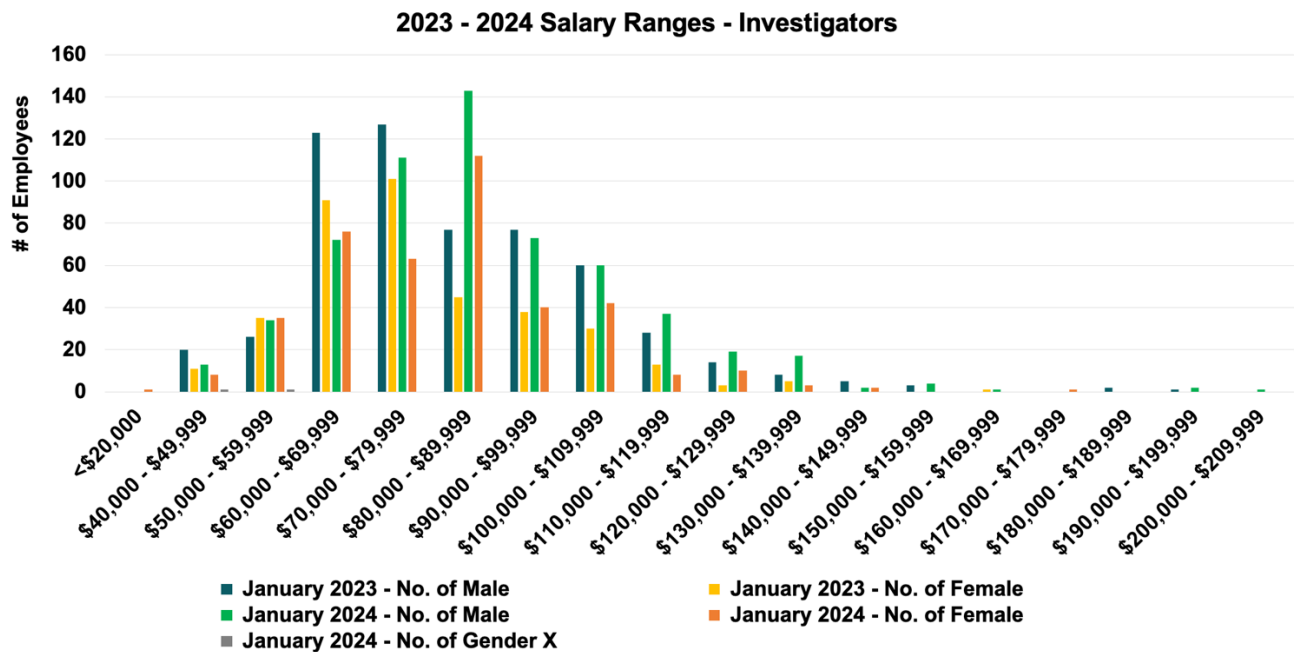
	January-2023			January-2024			
	No. of Male	No. of Female	% Female	No. of Male	No. of Female	No. of Gender X	% Female
Administrative Support	2,670	10,890	80%	2,672	10,634	20	80%
Para-professional	6,202	13,330	68%	6,726	13,652	13	67%
Professionals	19,919	29,427	60%	20,745	31,274	65	60%
Officials/Administrators	1,602	1,609	50%	1,660	1,731	2	51%
Technicians	3,757	2,532	40%	3,673	2,573	10	41%
Service/Maintenance	4,507	2,478	35%	4,728	2,568	2	35%
Protective Service	19,606	3,742	16%	18,784	3,567	16	16%
Skill Crafted	7,731	340	4%	7,844	353	2	4%

2024 TITLE AND SALARY DATA TABLES

The following tables show women's 2024 salaries as compared to men for Investigators, Attorneys and Architects titles (Tables 4 – 6).

Table 4. Salary Ranges: Investigator Titles

Of all the titles studied, Investigators have one of the broadest salary ranges. However, the participation rate for women across the series has remained at 40%. As of January 1, 2024, men continue to dominate this occupational field by a significant margin and represent over 60 percent of employees in the higher salary ranges.

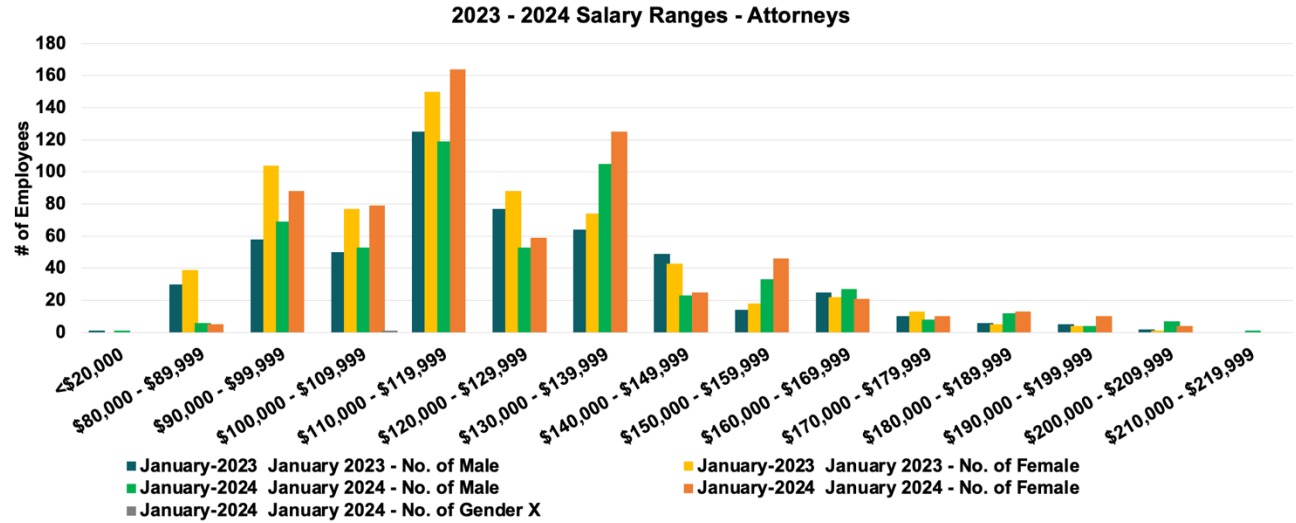


Salary Range	January-2023			January-2024				Percentage Point Change
	No. of Male	No. of Female	% Female	No. of Male	No. of Female	No. of Gender X	% Female	
<\$20,000	0	0	0%	0	1	0	100%	100%
\$40,000 - \$49,999	20	11	35%	13	8	1	36%	1%
\$50,000 - \$59,999	26	35	57%	34	35	1	50%	-7%
\$60,000 - \$69,999	123	91	43%	72	76	0	51%	8%
\$70,000 - \$79,999	127	101	44%	111	63	0	36%	-8%
\$80,000 - \$89,999	77	45	37%	143	112	0	44%	7%
\$90,000 - \$99,999	77	38	33%	73	40	0	35%	2%
\$100,000 - \$109,999	60	30	33%	60	42	0	41%	8%
\$110,000 - \$119,999	28	13	32%	37	8	0	18%	-14%
\$120,000 - \$129,999	14	3	18%	19	10	0	34%	16%
\$130,000 - \$139,999	8	5	38%	17	3	0	15%	-23%
\$140,000 - \$149,999	5	0	0%	2	2	0	50%	50%
\$150,000 - \$159,999	3	0	0%	4	0	0	0%	0%
\$160,000 - \$169,999	0	1	100%	1	0	0	0%	-100%

Salary Range	January-2023			January-2024				Percentage Point Change
	No. of Male	No. of Female	% Female	No. of Male	No. of Female	No. of Gender X	% Female	
\$170,000 - \$179,999	0	0	0%	0	1	0	100%	100%
\$180,000 - \$189,999	2	0	0%	0	0	0	0%	0%
\$190,000 - \$199,999	1	0	0%	2	0	0	0%	0%
\$200,000 - \$209,999	0	0	0%	1	0	0	0%	0%
TOTAL	571	373	40%	589	401	2	40%	0.9%

Table 5. Salary Ranges: Attorney Titles

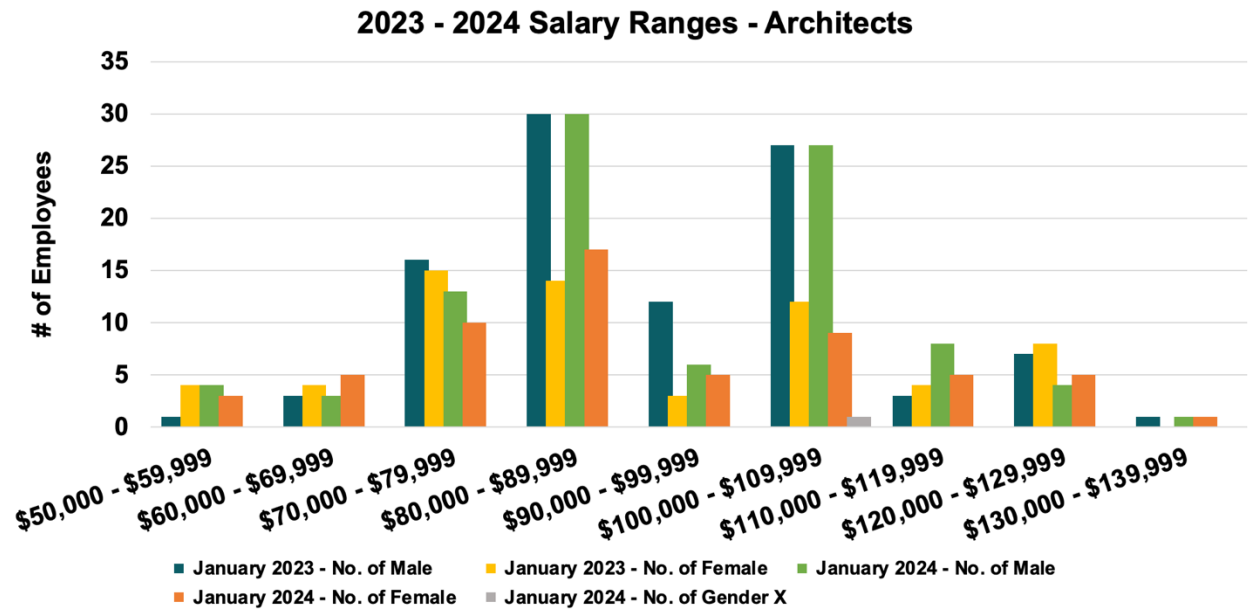
Of all the titles studied, Attorney titles continue to have the highest rate of participation among women, who, as of January 1, 2024, comprise 55% of positions in this occupational field.



Salary Range	January-2023			January-2024				Percentage Point Change
	No. of Male	No. of Female	% Female	No. of Male	No. of Female	No. of Gender X	% Female	
<\$20,000	1	0	0%	1	0	0	0%	0%
\$80,000 - \$89,999	26	27	51%	6	5	0	45%	-6%
\$90,000 - \$99,999	50	84	63%	69	88	0	56%	-7%
\$100,000 - \$109,999	38	49	56%	53	79	1	59%	3%
\$110,000 - \$119,999	111	130	54%	119	164	0	58%	4%
\$120,000 - \$129,999	58	61	51%	53	59	0	53%	2%
\$130,000 - \$139,999	25	24	49%	105	125	0	54%	5%
\$140,000 - \$149,999	18	19	51%	23	25	0	52%	1%
\$150,000 - \$159,999	2	1	33%	33	46	0	58%	25%
\$160,000 - \$169,999	7	5	42%	27	21	0	44%	2%
\$170,000 - \$179,999	0	0	0%	8	10	0	56%	56%
\$180,000 - \$189,999	0	0	0%	12	13	0	52%	52%
\$190,000 - \$199,999	0	0	0%	4	10	0	71%	71%
\$200,000 - \$209,999	0	0	0%	7	4	0	36%	36%
\$210,000 - \$219,999	0	0	0%	1	0	0	0%	0%
TOTAL	336	400	54%	521	649	1	55%	1%

Table 6. Salary Ranges: Architect Titles

On average, women comprise over a third of Architect positions in the State workforce (38%), with a slight decrease over calendar year 2022.



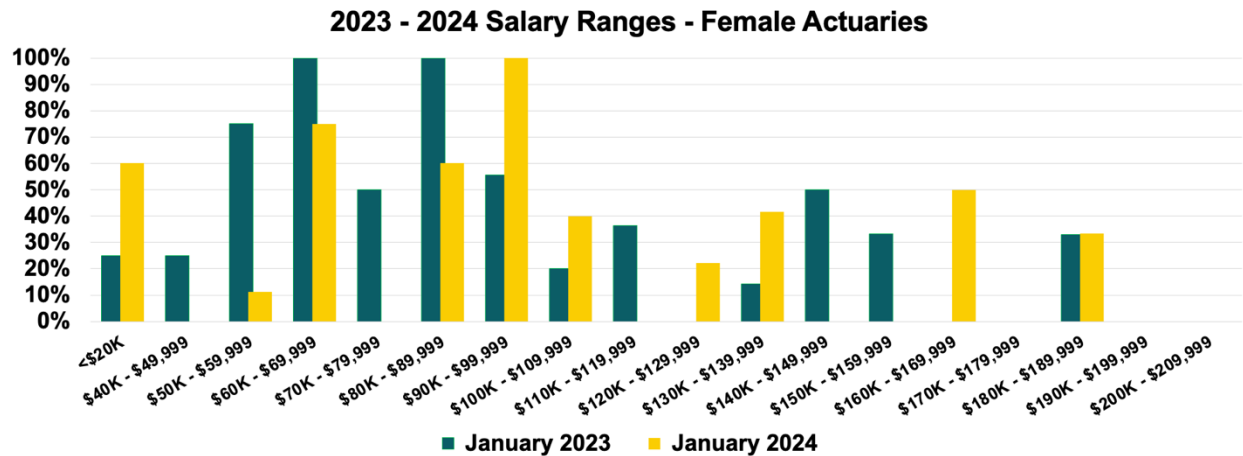
Salary Range	January-2023			January-2024				Percentage Point Change
	No. of Male	No. of Female	% Female	No. of Male	No. of Female	No. of Gender X	% Female	
\$50,000 - \$59,999	1	4	80%	4	3	0	43%	-37%
\$60,000 - \$69,999	3	4	57%	3	5	0	63%	6%
\$70,000 - \$79,999	16	15	48%	13	10	0	43%	-5%
\$80,000 - \$89,999	30	14	32%	30	17	0	36%	4%
\$90,000 - \$99,999	12	3	20%	6	5	0	45%	25%
\$100,000 - \$109,999	27	13	33%	27	9	1	24%	-9%
\$110,000 - \$119,999	3	4	57%	8	5	0	38%	-19%
\$120,000 - \$129,999	7	8	53%	4	5	0	56%	3%
\$130,000 - \$139,999	1	0	0%	1	1	0	50%	50%
TOTAL	100	65	39%	96	60	1	38%	-1%

2024 TITLE AND SALARY DATA TRENDS

The following tables show trends in women's salaries over two years for Actuaries, Physicians, Trades titles, IT Managers, Professional Engineers, and Correction Officers titles (Tables 7 – 12).

Table 7. Salary Ranges: Actuary Titles

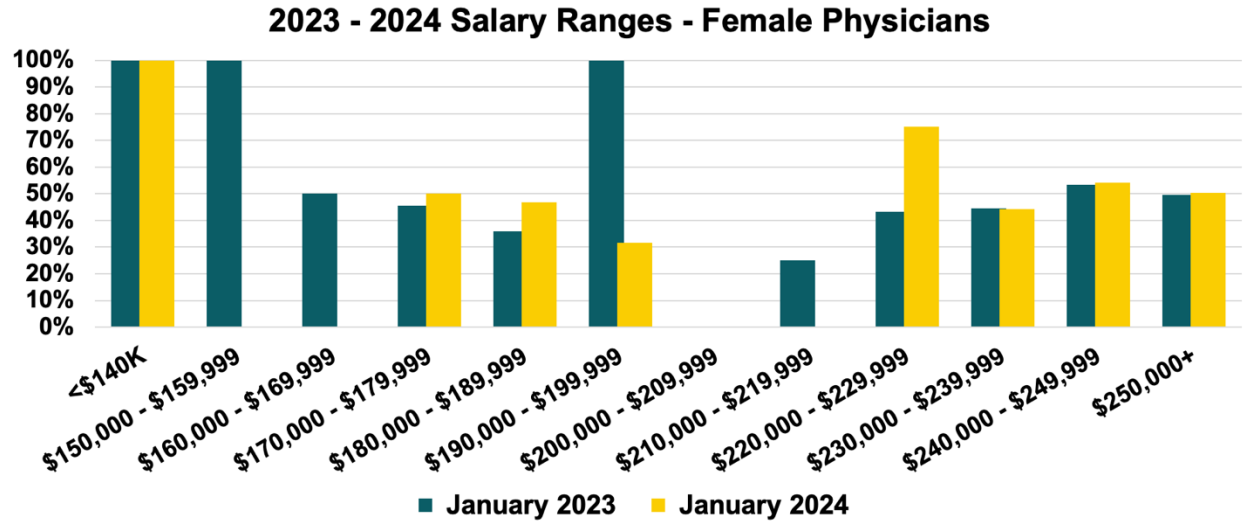
The actuarial field continues to be a male-dominated occupational area in the State workforce, with women's participation decreasing from 35% in calendar year 2022 to 33% in 2023.



	No. of Male	No. of Female	% Female	No. of Male	No. of Female	No. of Gender X	% Female	Percentage Point Change
Salary Range	January-2023			January-2024				
<\$20K	3	1	25%	2	3	0	60%	35%
\$40K - \$49,999	6	2	25%	0	0	0	0%	-25%
\$50K - \$59,999	1	3	75%	8	1	0	11%	-64%
\$60K - \$69,999	0	2	100%	1	3	0	75%	-25%
\$70K - \$79,999	2	2	50%	0	0	0	0%	-50%
\$80K - \$89,999	0	1	100%	2	3	0	60%	-40%
\$90K - \$99,999	4	5	56%	0	2	0	100%	44%
\$100K - \$109,999	8	2	20%	6	4	0	40%	20%
\$110K - \$119,999	7	4	36%	0	0	0	0%	-36%
\$120K - \$129,999	2	0	0%	7	2	0	22%	22%
\$130K - \$139,999	12	2	14%	7	5	0	42%	28%
\$140K - \$149,999	1	1	50%	2	0	0	0%	-50%
\$150K - \$159,999	2	1	33%	11	0	0	0%	-33%
\$160K - \$169,999	0	0	0%	1	1	0	50%	50%
\$170K - \$179,999	0	0	0%	0	0	0	0%	0%
\$180K - \$189,999	2	1	33%	2	1	0	33%	0%
\$190K - \$199,999	1	0	0%	0	0	0	0%	0%
\$200K - \$209,999	0	0	0%	1	0	0	0%	0%
TOTAL	51	27	35%	50	25	0	33%	-2%

Table 8. Salary Ranges: Physician Titles

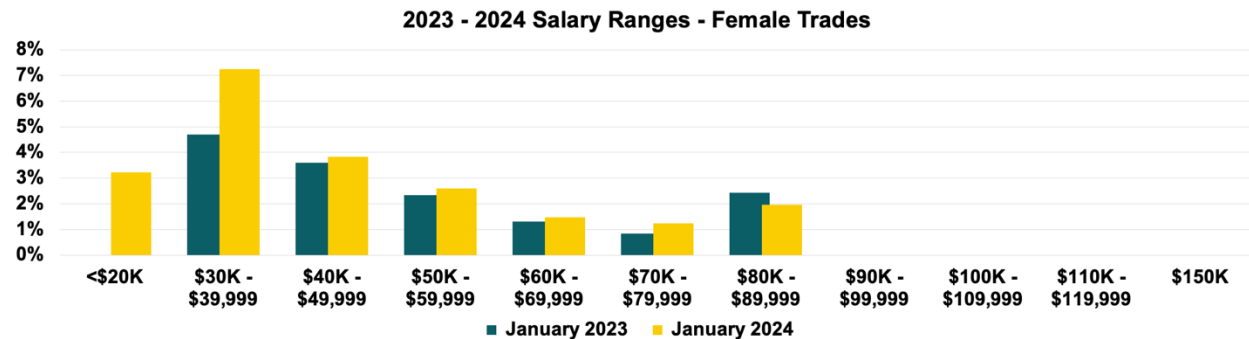
Physicians reflect the highest salaries of all the occupational groups profiled, and women continue to comprise a relatively equal part of the group overall, 46% as of January 1, 2024.



	No. of Male	No. of Female	% Female	No. of Male	No. of Female	No. of Gender X	% Female	Percentage Point Change
Salary Range	January-2023			January-2024				
<\$149K	0	2	100%	0	2	0	100%	0%
\$150K - \$159,999	0	1	100%	1	0	0	0%	-100%
\$160K - \$169,999	2	2	50%	1	0	0	0%	-50%
\$170K - \$179,999	6	5	45%	1	1	0	50%	5%
\$180K - \$189,999	82	46	36%	8	7	0	47%	11%
\$190K - \$199,999	0	1	100%	82	38	0	32%	-68%
\$200K - \$209,999	0	0	0%	0	0	0	0%	0%
\$210K - \$219,999	6	2	25%	2	0	0	0%	-25%
\$220K - \$229,999	89	68	43%	2	6	0	75%	32%
\$230K - \$239,999	36	28	44%	96	76	0	44%	0%
\$240K - \$249,999	67	79	54%	23	27	0	54%	0%
\$250K +	119	121	50%	193	196	0	50%	0%
TOTAL	407	355	47%	409	353	0	46%	-0.3%

Table 9. Salary Ranges: Trades Titles

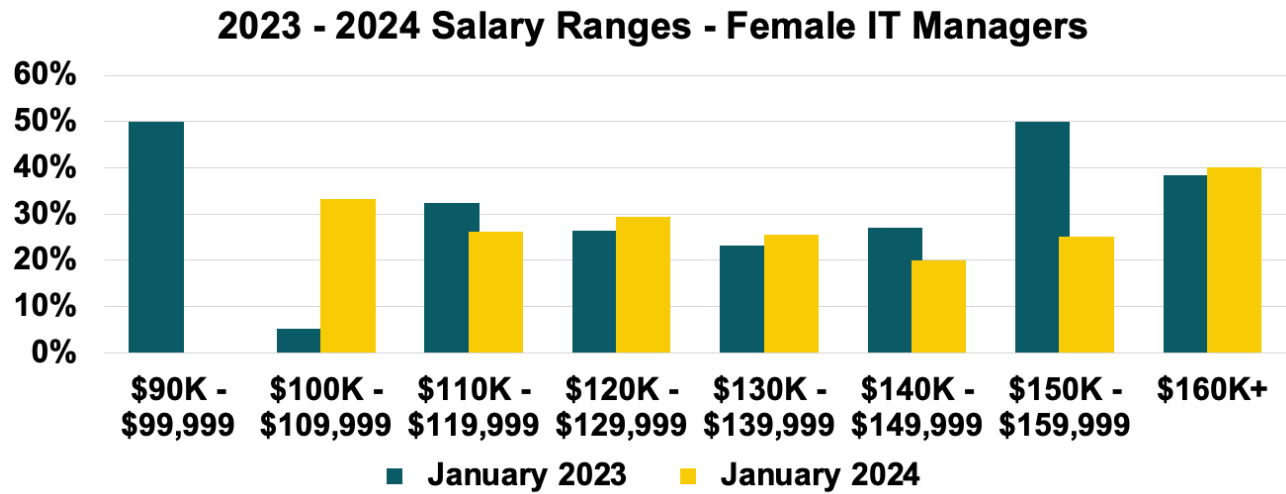
Consistent with the previous year, trades positions in New York State have the lowest overall number of women participating in the titles reviewed for this report. In calendar year 2023, there was a slight increase in participation in the lower salary ranges by women, but consistent with the previous years, there continues to be no representation of women in the higher-paying titles. The gender participation gap remains the highest among all the occupational groups studied, with just 3% of Trades employees being women in calendar year 2023.



	No. of Male	No. of Female	% Female	No. of Male	No. of Female	No. of Gender X	% Female	Percentage Point Change
Salary Range	January-2023			January-2024				
<\$20K	31	0	0%	30	1	0	3%	3%
\$30K - \$39,999	416	20	5%	230	18	0	7%	2%
\$40K - \$49,999	2929	111	4%	3,141	125	0	4%	0%
\$50K - \$59,999	2309	55	2%	2,256	60	0	3%	1%
\$60K - \$69,999	608	8	1%	737	11	0	1%	0%
\$70K - \$79,999	119	1	1%	160	2	1	1%	0%
\$80K - \$89,999	41	1	2%	50	1	0	2%	0%
\$90K - \$99,999	1	0	0%	11	0	0	0%	0%
\$100K - \$109,999	2	0	0%	2	0	0	0%	0%
\$110K - \$119,999	0	0	0%	1	0	0	0%	0%
\$150K	0	0	0%	1	0	0	0%	0%
TOTAL	6456	196	3%	6,619	218	1	3%	0%

Table 10. Salary Ranges: Female IT Manager Titles

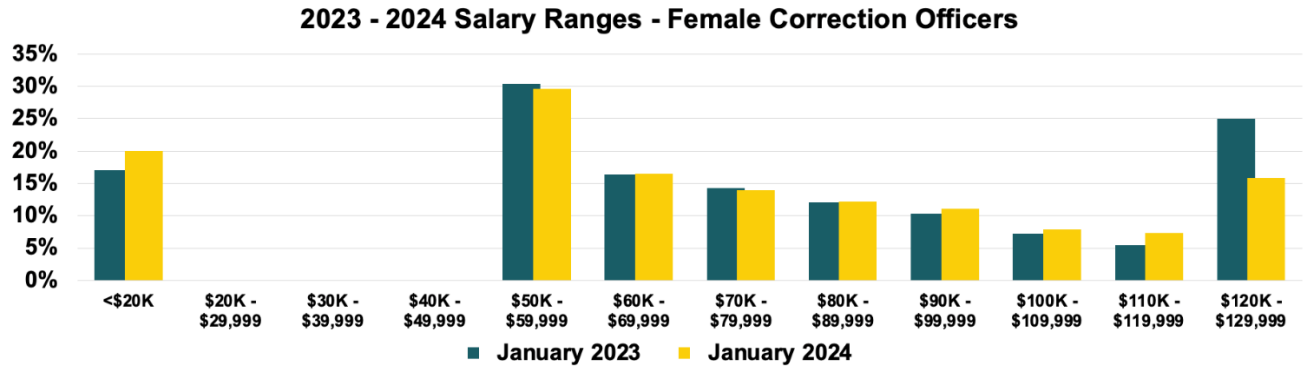
Overall representation of women in IT Manager titles slightly increased from January, 2023 to January, 2024, with women comprising 28% of these titles.



	No. of Male	No. of Female	% Female	No. of Male	No. of Female	No. of Gender X	% Female	Percentage Point Change
Salary Range	January-2023			January-2024				
\$90K - \$99,999	1	1	50%	0	0	0	0%	-50%
\$100K - \$109,999	18	1	5%	14	7	0	33%	28%
\$110K - \$119,999	67	32	32%	62	22	0	26%	-6%
\$120K - \$129,999	154	55	26%	177	74	1	29%	3%
\$130K - \$139,999	44	12	21%	67	23	0	26%	5%
\$140K - \$149,999	16	5	24%	12	3	0	20%	-4%
\$150K - \$159,999	2	2	50%	21	7	0	25%	-25%
\$160K +	6	5	45%	9	6	0	40%	-5%
TOTAL	308	113	27%	362	142	1	28%	1%

Table 11. Salary Ranges: Female Correction Officer Titles

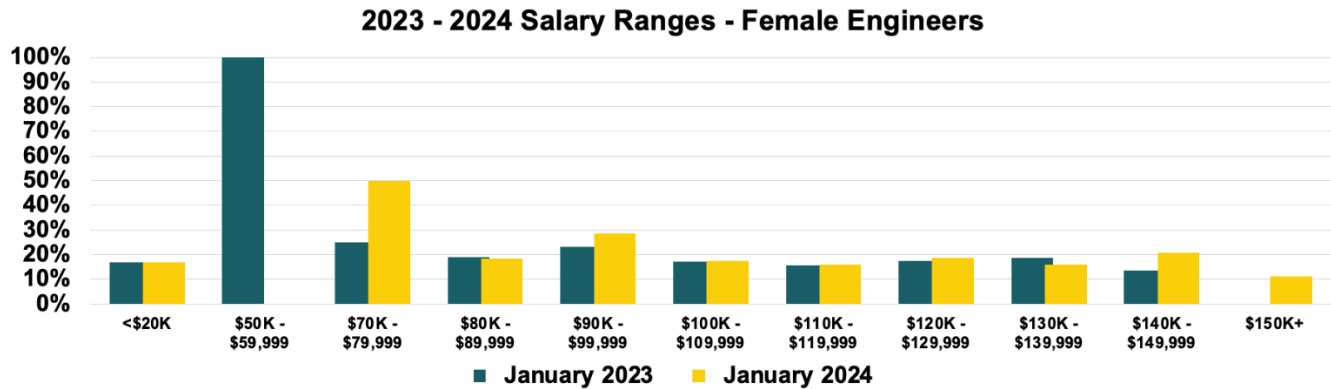
Women's participation in Correction Officer titles remained generally low (16%) as of January 1, 2024, but saw slight increases in salary ranges between \$90,000 - \$119,999.



	No. of Male	No. of Female	% Female	No. of Male	No. of Female	No. of Gender X	% Female	Percentage Point Change
Salary Range	January-2023			January-2024				
<\$20K	5	1	17%	8	2	0	20%	3%
\$20K - \$29,999	1	0	0%	0	0	0	0%	0%
\$30K - \$39,999	0	0	0%	1	0	0	0%	0%
\$40K - \$49,999	4	0	0%	1	0	0	0%	0%
\$50K - \$59,999	920	401	30%	825	348	1	30%	0%
\$60K - \$69,999	5,457	1,065	16%	4,808	948	1	16%	0%
\$70K - \$79,999	4,144	688	14%	4,299	695	1	14%	0%
\$80K - \$89,999	2,549	352	12%	2,289	316	0	12%	0%
\$90K - \$99,999	286	30	9%	352	44	0	11%	2%
\$100K - \$109,999	12	0	0%	151	13	1	8%	8%
\$110K - \$119,999	28	1	3%	139	11	0	7%	4%
\$120K - \$129,999	9	3	25%	16	3	0	16%	-9%
TOTAL	13,415	2,541	16%	12,889	2380	4	16%	0%

Table 12. Salary Ranges: Female Professional Engineer Titles

As of January 1, 2024, the percentage of women working in Engineering titles remains at 19%, a consistent level since 2018.



	No. of Male	No. of Female	% Female	No. of Male	No. of Female	No. of Gender X	% Female	Percentage Point Change
Salary Range	January-2023			January-2024				
<\$20K	15	3	17%	19	4	0	17%	0%
\$50K - \$59,999	0	1	100%	0	0	0	0%	-100%
\$70K - \$79,999	3	1	25%	1	1	0	50%	25%
\$80K - \$89,999	86	20	19%	67	15	0	18%	-1%
\$90K - \$99,999	86	27	24%	92	37	1	28%	4%
\$100K - \$109,999	365	75	17%	342	73	0	18%	1%
\$110K - \$119,999	90	18	17%	90	17	0	16%	-1%
\$120K - \$129,999	181	38	17%	171	39	0	19%	2%
\$130K - \$139,999	35	8	19%	42	8	0	16%	-3%
\$140K - \$149,999	32	5	14%	19	5	0	21%	7%
\$150K+	6	0	0%	32	4	0	11%	11%
TOTAL	899	196	18%	875	203	1	19%	1%

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APPENDIX A: CHAPTER 460 OF THE LAWS OF 2016

Civil Service Law

§ 12. Recruitment of women to state civil service initiative 1. The department, through existing programs, shall provide information to both women and men about high paying jobs and careers, including jobs traditionally dominated by men. Such information shall be distributed as part of any recruitment efforts as well as be available on the department's website.

2. The president shall prepare and submit to the governor, the temporary president of the senate, and the speaker of the assembly an annual evaluation report of the initiative no later than January first, two thousand eighteen, and every year thereafter. The report shall include:

(a) how many women were referred to examinations for jobs and careers that offer high earning potential, including jobs traditionally dominated by men;

(b) the ratio of women to men in traditionally high paying jobs in state civil service and any change in that ratio from the previous year;

(c) The president's recommendations and plans for increasing the number of women in traditionally high paying jobs; and

(d) any other information the president deems relevant.

Labor Law

§ 10-c. Workforce guidance and information for women initiative. 1. The department shall provide guidance to local workforce investment boards and staff, to enable them to better educate and inform both women and men about higher paying jobs and careers including jobs traditionally dominated by men. Such guidance shall promote program services for job seekers that provide:

(a) current information about compensation for jobs and careers that offer high earning potential including jobs that are traditionally dominated by men;

(b) counseling, skills development and training that encourage both women and men to seek employment in such jobs;

(c) referrals to employers offering such jobs; and

(d) current local labor market information regarding the gender wage gap and specific self-sufficiency rates for families living and working in that local labor market.

2. The commissioner shall prepare and submit to the governor, the temporary president of the senate, and the speaker of the assembly an annual evaluation report of the initiative no later than January first, two thousand eighteen, and every year thereafter. The report shall include:

(a) how many women were referred to counseling or skills development and training for jobs and careers that offer high earning potential, including jobs traditionally dominated by men;

(b) how many women were referred to such jobs;

(c) the ratio of women to men in such jobs and any change in that ratio from the previous year; and

(d) any other information the commissioner deems relevant.

APPENDIX B: NEW YORK STATE WORKFORCE DEFINITION

The New York State Workforce, for this report, includes civil service employees in the Executive Branch of State government. There are two broad categories of government service: the military service and the civil service. All officers and most employees of the Division of Military and Naval Affairs are in the military service. The civil service includes all other offices and positions in New York State and is divided into the classified service and the unclassified service. The unclassified service includes the following offices and positions:

- Elective offices
- Heads of departments
- Executive Branch appointees of the Governor, except Executive Department officers and employees who are not heads of Divisions
- Officers appointed or elected by the Legislature on joint ballot
- Legislative officers and employees
- Officers, members, and employees of Boards of Election and teachers and supervisory personnel in public schools, the State University, and certain community colleges

The classified service includes all other positions and are included in this report. This year's report also includes the New York State Police.

APPENDIX C: GLOSSARY OF TERMS

Classified Service

Positions in the Civil Service of the State that are not in the Unclassified Service; the Classified Service is divided into four jurisdictional classes: competitive, non-competitive, exempt, and labor.

Competitive Class

Positions in the classified service of the workforce for which it is practicable to determine the merit and fitness of applicants by competitive examination.

Non-competitive Class

The jurisdictional classification of those positions for which it is practicable to examine applicants as to their qualifications, but not practicable to conduct tests on a competitive basis.

Paraprofessionals

Supportive or assistive positions of a given profession requiring less-extensive training than qualified members of the profession.

President

Refers to the President of the Commission, who is also the head of the Department of Civil Service.

Title

The label used to officially designate a class. It is descriptive of the work performed and its relative level within a title series or within an organization.

Title Series

A group of titles (two or more) that perform similar duties but at different levels of responsibility.

Unclassified Service

Positions specified in Section 35 of the Civil Service Law that are outside the jurisdiction of the Civil Service Department. Examples are: elected officers, appointees of the Governor or Legislature, including heads of departments and legislative employees, and employees in professional positions in certain colleges and all those persons whose principal functions are teaching or supervision of teaching in a public school, academy or college, or in the State University.

APPENDIX D. 2023 OCCUPATIONAL TITLE GROUPS

Attorney data includes the following titles:

Title Code	Title Name
6501300	Senior Attorney
6501360	Senior Attorney Financial Services
6501400	Assoc Attorney
6501401	Assoc Attorney Health Litigation
6501412	Assoc Attorney Tax
6501430	Assoc Attorney Health Care Regulation
6501460	Assoc Attorney Financial Services
6501480	Assoc Attorney Realty
6501485	Assoc Attorney Tax Enforcement
6501500	Principal Attorney
6501503	Principal Attorney Realty
6501540	Principal Attorney Tax
6501560	Principal Attorney Financial Services
6501570	Tax Law Judge
6501600	Supervising Attorney
6501660	Supervising Attorney Financial Services
6501370	Senior Attorney Realty
6506200	Assistant Counsel
6506400	Associate Counsel
6529800	Deputy Counsel
6529000	Counsel

Investigator data includes the following titles:

Title Code	Title Name
6658100	Investigator 1
6658200	Investigator 2
6658210	Investigator 2 Comp Claims
6658220	Investigator 2 License
6658300	Investigator 3
6658310	Investigator 3 Comp Claims
6658320	Investigator 3 License
6659010	Investigative Officer Tr
6659100	Investigative Officer 1
6659105	Investigative Officer 1 Chinese Language
6659110	Investigative Officer 1 Korean Language
6659115	Investigative Officer 1 Spanish Language
6659185	Investigative Officer 1 Public Work Wage
6659190	Investigative Officer 1 State Insurance Fund
6659220	Investigative Officer 2 Workers Comp
6659230	Investigative Officer 2 Labor Standards
6659240	Investigative Officer 2 Labor Standards Chinese L
6659250	Investigative Officer 2 Labor Standards Spanish L
6659270	Investigative Officer 2 Public Work Wage
6659290	Investigative Officer 2 Unemployment Insurance
6659320	Investigative Officer 3 Workers Comp
6659330	Investigative Officer 3 Labor Standards
6659350	Investigative Officer 3 Public Work Wage

6659360	Investigative Officer 3 State Insurance Fund
6659370	Investigative Officer 3 Unemployment Insurance
6659410	Investigative Officer 4 Workers Comp
6659420	Investigative Officer 4 Labor Standards
6659440	Investigative Officer 4 Public Work Wage
6659450	Investigative Officer 4 Unemployment Insurance
6660100	Investigative Specialist 1
6660120	Investigative Specialist 1 Financial Fraud
6660130	Investigative Specialist 1 Law
6660140	Investigative Specialist 1 Narcotics
6660143	Investigative Specialist 1 Cannabis
6660150	Investigative Specialist 1 Motor Vehicle
6660151	Investigative Specialist Tr 1 Motor Vehicle
6660152	Investigative Specialist Tr 2 Motor Vehicle
6660180	Investigative Specialist 1 Motor Vehicle Spanish L
6660182	Investigative Specialist Tr 2 M V Spanish L
6660190	Investigative Specialist 1 Beverage Ctrl
6660210	Investigative Specialist 2 Financial Fraud
6660220	Investigative Specialist 2 Law
6660230	Investigative Specialist 2 Medicaid
6660240	Investigative Specialist 2 Narcotics
6660243	Investigative Specialist 2 Cannabis
6660250	Investigative Specialist 2 Professional Conduct
6660260	Investigative Specialist 2 Motor Vehicle
6660270	Investigative Specialist 2 Motor Vehicle SL
6660290	Investigative Specialist 2 Beverage Ctrl
6660310	Investigative Specialist 3 Financial Fraud
6660320	Investigative Specialist 3 Law
6660330	Investigative Specialist 3 Professional Conduct
6660350	Investigative Specialist 3 Motor Vehicle
6660390	Investigative Specialist 3 Beverage Ctrl
6660430	Investigative Specialist 4 Medicaid
6660440	Investigative Specialist 4 Professional Conduct
6660450	Investigative Specialist 4 Motor Vehicle
6659011	Investigative Officer Tr Chinese L
6659012	Investigative Officer Tr Korean L
6659013	Investigative Officer Tr Spanish L
6659085	Investigative Officer Tr Public Work Wage
6660101	Investigative Specialist Tr 1 Bev Ctrl
6660275	Investigative Specialist 2 Motor Vehicle Russian L
6660345	Investigative Specialist 3 Narcotics
6660443	Investigative Specialist 4 Cannabis

Architect data includes the following titles

Title Code	Title Name
4801200	Assistant Architect
4801300	Senior Architect
4801400	Assoc Architect
5001100	Junior Landscape Architect
5001200	Landscape Architect

5001300	Senior Landscape Architect
5001400	Assoc Landscape Architect
5001500	Principal Landscape Architect

Actuary data includes the following titles:

Title Code	Title Name
0752200	Assistant Actuary
0752302	Senior Actuary Casualty
0752310	Senior Actuary Life
0752410	Assoc Actuary Life
0752440	Assoc Actuary Casualty
0752501	Principal Actuary Life
0752502	Principal Actuary Casualty
0752601	Supervising Actuary Life
0752602	Supervising Actuary Casualty
0752810	Chief Life Actuary 1
0752820	Chief Life Actuary 2
0752830	Chief Life Actuary 3
0754530	Chief Casualty Actuary 3
0754520	Chief Casualty Actuary 2
0754510	Chief Casualty Actuary 1

Physician data includes the following titles:

Title Code	Title Name
5252100	Clinical Physician 1
5252200	Clinical Physician 2
5252300	Clinical Physician 3
5260201	Psychiatrist 1
5260202	Psychiatrist 2
5260203	Psychiatrist 3
5260212	Psychiatrist 2 Spanish Language
5260214	Psychiatrist 1 Chinese Language
5260215	Psychiatrist 2 Chinese Language
5260320	Psychiatrist 2 Children & Youth
5260329	Psychiatrist 2 Forensic
5266100	Psychiatrist 1 Research
5266200	Psychiatrist 2 Research
5266300	Psychiatrist 3 Research
5266310	Psychiatrist 3 Forensic
5277200	Medical Specialist 2
5277201	Medical Specialist 1
5277400	Medical Specialist 3
5260330	Psychiatrist 3 Children & Youth

Trades data includes the following titles*:

Title Code	Title Name
6921000	Construction Equipment Operator
6921001	Construction Equipment Operator Heavy
6921002	Construction Equipment Operator Light
6921200	Highway Equipment Operator
6921700	Bridge Repair Supervisor 2
6922101	Bridge Repair Assistant

6922110	Bridge Repair Assistant Trainee 1
6922115	Bridge Repair Assistant Trainee 2
6922303	Bridge Repair Supervisor 1
6925200	State Fair Worker
6933001	Highway Maintenance Worker Trainee 1
6933002	Highway Maintenance Worker Trainee 2
6933100	Highway Maintenance Worker 1
6933200	Highway Maintenance Worker 2
6933500	Highway Maintenance Supervisor 1
6933700	Highway Maintenance Supervisor 2
6958100	Recycling Specialist
6962600	Pavement Marking Supervisor
6963600	Sign Crew Supervisor
7101300	Maintenance Supervisor 1
7101310	Maintenance Supervisor 1 Fish Hatchery
7101320	Maintenance Supervisor 1 Building
7101330	Maintenance Supervisor 1 Electronic Equipment
7101340	Maintenance Supervisor 1 Motor Equipment
7101350	Maintenance Supervisor 1 Toll Equipment
7101360	Maintenance Supervisor 1 Marine Equipment
7101500	Maintenance Supervisor 2
7101520	Maintenance Supervisor 2 Building
7101530	Maintenance Supervisor 2 Bridge
7101540	Maintenance Supervisor 2 Toll Equipment
7101550	Maintenance Supervisor 2 Motor Equipment
7120000	Trades Generalist
7120100	Trades Specialist Carpenter
7120101	Trades Specialist Trainee 1 Carpenter
7120110	Trades Specialist Painter
7120120	Trades Specialist Electrician
7120121	Trades Specialist Trainee 1 Electrician
7120130	Trades Specialist Roofing
7120135	Trades Specialist Bridge
7120140	Trades Specialist Locksmith
7120145	Trades Specialist Machinist
7120150	Trades Specialist Mason & Plasterer
7120160	Trades Specialist Plumber & Steamfitter
7120161	Trades Specialist Trainee 1 Plumber & Steamfitter
7120175	Trades Specialist Welder
7120180	Trades Specialist Upholstery
7120185	Trades Specialist Sign Fabrication
7120200	Trades Supervisor Carpenter
7120210	Trades Supervisor Electrician
7120220	Trades Supervisor Painter
7120230	Trades Supervisor Mason & Plasterer
7120240	Trades Supervisor Plumber & Steamfitter
7120250	Trades Supervisor Sign Fabrication
7150300	Maintenance Supervisor 3
7150310	Maintenance Supervisor 3 Bridge
7150320	Maintenance Supervisor 3 Motor Equipment

7150330	Maintenance Supervisor 3 Toll Equipment
7150340	Maintenance Supervisor 3 Transportation
7150500	Maintenance Supervisor 4
7202000	Maintenance Assistant
7202100	Maintenance Assistant Carpenter
7202115	Maintenance Assistant Locksmith
7202130	Maintenance Assistant Mason & Plasterer
7202150	Maintenance Assistant Painter
7202170	Maintenance Assistant Roofer & Tinsmith
7202180	Maintenance Assistant Sign Fabrication
7152000	Supt Maintenance

IT Manager data includes the following titles:

Title Code	Title Name
0815600	Manager Information Technology Services 1
0815610	Manager Information Technology Services 1 Database
0815620	Manager Information Technology Services 1 Data Communications
0815630	Manager Information Technology Services 1 Operations
0815640	Manager Information Technology Services 1 System Programming
0815650	Manager Information Technology Services 1 Technical
0815670	Manager Information Technology Services 1 (Info Sec
0815700	Manager Information Technology Services 2
0815710	Manager Information Technology Services 2 Technical
0815770	Manager Information Technology Services 2 Info Sec
0843000	Dir Information Technology Services 3
0843025	Dir Information Technology Services 2
0843050	Dir Information Technology Services 1
0843100	Assistant Dir Information Technology Services 1
0843150	Assistant Dir Information Technology Services 2
0843200	Assistant Dir Information Technology Technical Services 1
0815850	Information Security Manager

Professional Engineer data includes the following titles:

Title Code	Title Name
4063105	Professional Engineer 1 Civil
4063110	Professional Engineer 1 Civil/Construction
4063115	Professional Engineer 1 Civil/Geotechnical
4063120	Professional Engineer 1 Civil/Structural
4063125	Professional Engineer 1 Civil/Transportation
4063130	Professional Engineer 1 Electrical
4063135	Professional Engineer 1 Environmental
4063140	Professional Engineer 1 Fire Protection
4063145	Professional Engineer 1 Industrial
4063150	Professional Engineer 1 Mechanical
4063155	Professional Engineer 1 Mechanical/HVAC
4063205	Professional Engineer 2 Civil
4063210	Professional Engineer 2 Civil/Construction
4063215	Professional Engineer 2 Civil/Environmental
4063220	Professional Engineer 2 Civil/Geotechnical
4063225	Professional Engineer 2 Civil/Materials
4063230	Professional Engineer 2 Civil/Structural

4063235	Professional Engineer 2 Civil/Transportation
4063240	Professional Engineer 2 Electrical
4063245	Professional Engineer 2 Environmental
4063250	Professional Engineer 2 Industrial
4063255	Professional Engineer 2 Mechanical
4063260	Professional Engineer 2 Mechanical/HVAC
4063310	Professional Engineer 3 Civil
4063320	Professional Engineer 3 Civil/Transportation
4063330	Professional Engineer 3 Civil/Structural
4063410	Professional Engineer 4 Civil/Structural
4063420	Professional Engineer 4 Civil/Transportation
4063430	Professional Engineer 4 Environmental
4063440	Professional Engineer 4 Mechanical/HVAC
4063520	Professional Engineer 5 Civil/Transportation
4063610	Professional Engineer 6 Civil/Transportation
4063265	Professional Engineer 2 Gas Pipeline Safety

Correction Officer data includes the following titles:

Title Code	Title Name
8700100	Correction Officer
8700101	Correction Officer Spanish Language
8700105	Correction Officer Trainee Spanish Language
8700110	Correction Officer Trainee
8700200	Correction Sergeant
8700210	Correction Sergeant Spanish Language
8700400	Correction Captain
8700300	Correction Lieutenant

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New York State Department of Civil Service

Albany, NY 12239